

Mid-Career Course

1430, Friday, 15 June 1979

1. Have had overview of CIA & IC
 - Marks transition point in career
 - Approaching supergrade
 - Begin think whole Agency - whole IC
 - More able think broadly, better prepared for advancement
2. Trends today toward closer community effort - provincial thinking risks being left behind.
 - Collection - high costs; integrate effort; share results
 - Analysis - divergent views but must communicate with one another/
understand reasons for divergence.
Computer links - not distant future; share data bases
3. Big efforts next 6-12 months
 - Charters
 - SALT
 - Personnel/Admin system geared for long term benefits
 - Consolidate gains of past 2-3 years
 - *Focus on future*
4. Questions

SENIOR SEMINAR

18 May 1979

I Goal #1 - Pers mgt and leadership

A. Leadership

Agency-wide team effort

Community-wide team effort

B. Key to leadership

Look after people

Keep informed

Loyalty down - shield

Loyalty up - inform on problems

Don't amplify the noise

C. Management

27% syndrome

Non-advertised vacancies

Retirement awards late

Planned rotations

Uncertainty promotions

D. Change not all bad just because not like before

II Goal #2 - Adapt to new climate

A. > Visibility and controls

Not all bad

Accountability

Very little not undertaken

Leaks do hurt

FOIA - Agee legislation

B. Tech systems

Integration w/HUMINT

C. Expansion of interests

Mil vs political

Area breadth

Type analysis

D. Never forget - fragile trust

Have been abuses -

MKULTRA

Wiretaps - mail openings

ATINTL

All self-generated

No condemnation predecessors

Patriotism, zeal, climate

Lesson -

With compartmentation not known

Your sense Agency responsibility

Alertness

Cannot afford another exposé

Best interests of Agency in right balance

E. Tide turning

Don't wishfully hope for good old days

Need recognized

We're ready

Good people

Good product